

JUNE NEWS

A Flawed System Punishing Haul Truck Operators

Genuine measures to reduce risks in the workplace are always welcomed, however safety mechanisms should not be used as tools to discipline and intimidate workers. The revamped Haul Truck speed ticketing system unfortunately does just this, and so much so that workers are fearing losing their jobs to a system proven to be flawed.

One current example is the revamped use of the speeding tickets. The ticket system was revamped late in 2018, after the death of a worker at the Paraburdoo mine. As many would be aware the consequences range drastically for ramp, cornering and cresting speed indiscretions.

On the one hand Rio are increasing truck speeds from 40kmh to 60kmh despite concerns from the workforce and with the other, are now threatening disciplinary action for over speeding based on a flawed system. It is simply confusing; truck drivers are expected to use their speedos as trained to monitor their speed yet the ticketing system uses the modular speed which can be different by 5kmh. A flawed system being used to deliver NTFs, WWs and potentially being Stood Down which could lead to termination does not sound very fair to us.

We have heard concerns from multiple members that the system in place is not accurate, which leaves them concerned that they may face disciplinary action unfairly. If you feel you have been unfairly targeted by the ticketing system please get in touch with a WMWA Organiser asap.

Given these changes to truck speeds, were introduced with little to no consultation with Safety Reps or the greater workforce, we will be looking toward the MSI Act to challenge them. Of course, in the long run we need to add balance back in the workplace, particularly in the areas of safety and unfair disciplinary practices by uniting, organising and standing up to unfair changes such as these.

Turn over for a story on Sick Leave and tell a mate to join www.wmwa.org.au/join

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Sick? Stay Home

It's that time of the year again where colds and flu are starting to do the rounds.

These highly contagious viruses are easily spread and can wipe out half a crew in a matter of days. Whilst Rio's pay increases may not be exactly generous their sick leave policy is. From the leave policy - "Employees are entitled to a maximum of three (3) months sick leave in any rolling period of 12 months' service for illness or injury." This is your entitlement available for you to use as required.

Don't feel pressured to go in to work sick, you aren't doing anyone a favor least of all your workmates. If you are not fit to attend work, contact your leader and inform them, then make an appointment to see your Dr. and get the necessary treatment and certification of proof. If you cannot make it to a Dr. or cannot get an appointment a statutory declaration can be used as proof of illness.

From the Fair Work Ombudsman's website –

"Medical certificates or statutory declarations are examples of acceptable forms of evidence. While there are no strict rules on what type of evidence needs to be given, the evidence has to convince a reasonable person that the employee was genuinely entitled to the sick or carer's leave."

Don't forget you can be asked to provide evidence after even one day off work.

If you feel you are being harassed for accessing your entitlement to sick leave it is best to get in touch with a WMWA Organiser asap for advice and support, taking the time to make a 5 minute phone call can save a lot of potential headaches down the track.

Finally, from the Fair Work Ombudsman's website –

"We also don't consider it reasonable for an employer to contact the employee's doctor for further information" They wouldn't, would they?

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